Session Three
Topic: Implicit Bias
Speaker: Julie Nelson
Director of the Government Alliance on Race & Equity, Haas Institute for a Fair and Inclusive Society

09:25.....Race & racism isn’t about African American people -- it’s about white people.

10:50.....Defining our terms: Explicit vs. implicit bias.

11:20.....Implicit bias in an uber-progressive city: Fair housing testing in Seattle.

15:25.....Strategies for eliminating implicit bias: Blind auditions, anonymous resumes.

18:50.....How do we begin to address bias? Openly acknowledge it.

20:25.....The four forms of bias.

22:15.....Implicit bias in policing: Consider high levels of arrests for street-level drug dealing vs. drug sales in dorm rooms or country clubs.

28:50.....Does racial equity training cause tension in the workplace?

30:50.....How do we move from understanding implicit bias to taking action?

34:45.....America’s fundamental values are equality and justice. But for whom?

36:50.....Today’s racial inequities were created over the course of centuries.

40:35.....When equality fails all of us: Long lines at the ladies room.

44:00.....Funding programs is important, but it’s just putting band aids on the real problem.

44:50.....Focus on the structural level, work on the institutional level.
Racial inequities are perpetuated through governmental and institutional policies.

How does replacing street lights relate to institutional bias? You may be surprised.

What is a racial equity tool and what do you do with it?

Keeping ourselves accountable.